

## 08 University of Niš

GEP: [Gender Equality Plan at University of Niš](#)

Website: [https://ni.ac.rs/en/images/unidocs/5\\_plan\\_za\\_rodnu\\_ravnopravnost.pdf](https://ni.ac.rs/en/images/unidocs/5_plan_za_rodnu_ravnopravnost.pdf)

**Appreciation:** The GEP at University of Niš provides a general set of activities distributed across the following four lines: 1) Digitalization of Human Resource Management; 2) Gender Equality Audit; 3) Securing and sustaining gender equality; 4) Internationalisation of the gender equality principles.

The document covers the definition of gender equality accompanied by the commitment of the University of Niš towards basic principles for achieving and promoting gender equality. The document calls upon the mission, vision and dedication of the University to nurture gender equality and provides a brief outline and list of key legal documents and strategies.

The document mentions work-life balance and organizational culture only on general level as "development of institutional practices that create preconditions for ensuring gender equality". Gender balance in leadership and decision making is also mentioned only on general level in terms of the collection of data and "providing adequate measures" for gender equality. Inclusion of gender dimension in all teaching, research and institutional activities at the University is envisaged by the GEP. However, there is no mention of the measures against gender based violence including sexual harassment. University and faculties, the university computer centre as well as the Gender Equality Committee and the Office for Gender Equality and Diversity support all aspects of implementation of gender equality at the University.

